Status of Women Canada

2011–2012
Report on Plans and Priorities

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Minister of Human Resources and Skills Development

The Honourable Rona Ambrose
Minister of Public Works and Government Services
and Minister for Status of Women

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Minister's Message

I am proud to present the *Report on Plans and Priorities* for 2011–2012 for Status of Women Canada.

Our government has laid a strong foundation for advancing the full participation of women in the economic, social and democratic life of our country. We take pride in our efforts, and we are committed to continuing this important work.

Partnership is essential as we effectively address the issues facing women. Status of Women Canada has, and will continue to focus on building partnerships within the federal family and beyond, with provincial and territorial governments, non-governmental organizations and others. In this way, we can optimize on Status of Women Canada's effectiveness in advancing equality for women and their full participation in the economic, social and democratic life of Canada.

Our Government remains committed to creating conditions for success for women to play an active role in and to contribute toward the economic prosperity of our country, the social well being of its people and the democratic life of our society. For my part, I continue to engage with Canadians, highlighting the progress we have made in advancing the status of women and to bring to their attention the new and emerging challenges.

Status of Women Canada will continue to play a crucial role in supporting the Government agenda to advance equality for women. In 2011–2012, the agency, through the Women's Program, will invest in three priority areas: ending violence against women and girls, improving women's economic security and prosperity and promoting women's leadership and decision-making roles. The agency will continue to reach out to women in rural and remote areas and in Aboriginal and immigrant communities.

A crucial part of our strategy is the effective application of gender-based analysis (GBA) across federal departments and agencies. Since the tabling of the *GBA Action Plan* in October 2009, Status of Women Canada has been working with departments to implement components

of the Plan to ensure policies, programs and legislative initiatives address the needs and interests of women as well as men. This important work will continue over the coming year.

On December 6, 2010, Canada's National Day of Remembrance and Action on Violence against Women, I issued a call to action to all Canadians to show leadership in the efforts to end violence against women and girls. In making this call, I said: *Ending violence against women should be the shared responsibility of all of us: government, citizens, police, the justice system, media, non-profit groups, the private sector and community organizations.*

We will, therefore, target and invest in initiatives designed to end violence in families, communities and in our society. We will also use new and existing partnerships to support horizontal initiatives that bring about lasting solutions to this problem. At the same time, I encourage Canadians to be part of the efforts to end violence against women and girls in our society and around the world.

Rona Ambrose, P.C., M.P.
Minister of Public Works and Government Services and
Minister for Status of Women

Section I – Agency Overview

1.1 Raison d'Être and Responsibilities

The Government of Canada established the Office of the Coordinator, Status of Women, in 1976 with the mandate to coordinate policy with respect to the status of women and to administer related programs (Order in Council 1976–779). Status of Women Canada (SWC) is thus the primary federal agency responsible for supporting the Government's agenda to advance equality for women. In fulfilling its mandate, the agency works with a wide range of organizations, building synergies with key stakeholders, collaborating with different orders of government and engaging the private and voluntary sectors. SWC also helps fulfill Canada's international obligations related to gender equality.

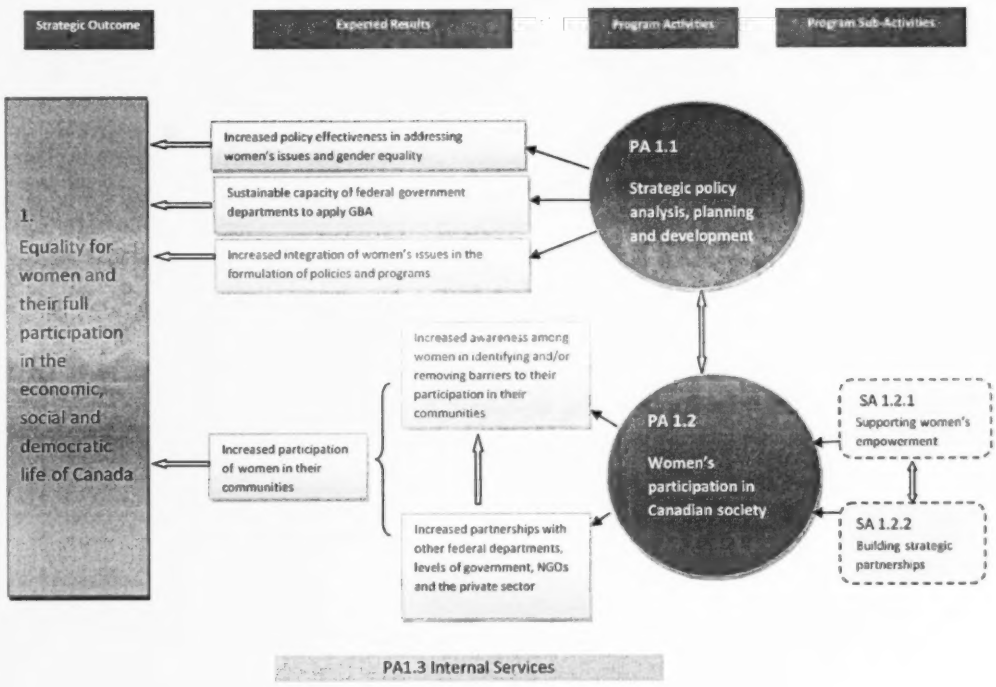
SWC functions in a complex environment where women's issues permeate society. There is on-going demand for its intervention and the needs to be met are diverse and multiple. Given this context, the agency carries out its mandate strategically, working on partnerships, focussing its efforts where the need is greatest, ensuring its policy intervention and program investments are aligned with Government of Canada priorities and to bring about concrete results and enduring benefits for Canadians. As such, in 2011–2012, SWC will maintain its focus on three priority areas: *improving women's economic security and prosperity, ending violence against women and girls* and *promoting women's leadership and decision-making roles.* While focusing on key areas, these priorities allow SWC to address issues specific to diverse groups, such as Aboriginal and immigrant women, women with disabilities and urban and rural women and girls.

In its policy function, SWC plays the role of a knowledge broker, offering advice, building capacity for gender-based analysis (GBA), conducting policy analysis, providing input and making strategic interventions at both domestic and international levels. SWC works in collaboration with key stakeholders to facilitate the consideration of gender dimensions in the development of policies and programs.

SWC, through the Women's Program, provides financial and professional assistance to Canadian organizations. By focusing on areas where the need is greatest, SWC invests resources where there is a clear potential for making a difference in the lives of Canadian women.

SWC's regional offices are located in Montreal (serving Quebec and Nunavut), Moncton (serving New Brunswick, Prince Edward Island, Nova Scotia and Newfoundland and Labrador), and Edmonton (serving Alberta, Manitoba, Saskatchewan, British Columbia, Northwest Territories and Yukon). The National and Ontario regional offices are located within the headquarters in the National Capital Region. (http://www.swc-cfc.gc.ca)

1.2 Strategic Outcome and Program Activity Architecture


Strategic Outcome
Expected Results
Program Activities
Program Sub-Activities
1. Equality for women and their full participation in the economic, social and democratic life of Canada
Increased policy effectiveness in addressing women's issues and gender equality
Sustainable capacity of federal government departments to apply GBA
Increased integration of women's issues in the formulation of policies and programs
PA 1.1
Strategic policy analysis, planning and development
Increased awareness among women in identifying and/or removing barriers to their participation in their communities
Increased participation of women in their communities
Increased partnerships with other federal departments, levels of government, NGOs and the private sector
PA 1.2
Women's participation in Canadian society
SA 1.2.1
Supporting women's empowerment
SA 1.2.2
Building strategic partnerships
PA1.3 Internal Services

1.3 Planning Summary

Financial Resources ($ millions)

2011–2012	2012–2013	2013–2014
29.4	29.4	29.4

Human Resources (FTEs)[1]

2011–2012	2012–2013	2013–2014
94	94	94

[1] Full-time equivalents include staff of the Office of the Minister for Status of Women.

Strategic Outcome: Equality for women and their full participation in the economic, social and democratic life of Canada

Performance indicators	Targets
Representation of women in senior decision-making positions in the public and private sectors	1% increase per year
Representation of women in the labour market, including access to support programs and services for entrepreneurship initiatives	
Participation of women in political processes/systems at the local, provincial and federal levels	

Program activity	Forecast spending 2010–2011[2] ($ millions)	Planned spending 2011–2012 ($ millions)	Planned spending 2012–2013 ($ millions)	Planned spending 2013–2014 ($ millions)	Alignment to Government of Canada outcomes
Strategic policy analysis, planning and development	2.1	1.8	1.8	1.8	Government Affairs (a transparent, accountable and responsive federal government)
Women's participation in Canadian society	25.2	24.2	24.2	24.2	Economic Affairs (income security and employment for Canadians)
Total planned spending		26.0	26.0	26.0	

Program activity	Forecast spending 2010–2011[2] ($ millions)	Planned spending 2011–2012 ($ millions)	Planned spending 2012–2013 ($ millions)	Planned spending 2013–2014 ($ millions)
Internal services	3.6	3.4	3.4	3.4
Total planned spending		3.4	3.4	3.4

[2] "Forecast spending" includes the 2009–2010 carry forward, funding for the research and publication of *Women in Canada* and the final year of re-profiled funding from 2008–2009.

1.4 Contribution of Priorities to Strategic Outcome

Operational Priorities

Priority	Type	Links to strategic outcome	Description[3]
Strengthen the implementation and use of gender-based analysis (GBA) in the federal administration (PA1.1)	Ongoing		This is a priority to enable a growing number of organizations and actors to integrate GBA more systematically into their work and decision-making processes. **Plans to meet priority:** • continue collaboration with central agencies and other federal organizations; • offer advice and support (e.g. training); • share best practices; • monitor departmental progress in GBA application.
Domestic collaboration, engagement of FPT partners, strategic international interventions (P.A.1.1)	Ongoing	Equality for women and their full participation in the economic, social and democratic life of Canada	This is a priority to engage domestic stakeholders in addressing gender considerations in decision-making processes. Where appropriate, SWC will also engage internationally to advance domestic and foreign policy priorities. **Plans to meet priority:** • continue work with federal partners to identify gender-equality gaps in policy and programming; develop responsive, inclusive policies; • promote collection of sex-disaggregated data; • develop inter-departmental partnerships, leverage federal investments, share information; • continue participation in FPT meetings, collaborate with provinces and territories.

... *continued*

[3] The 2011–2012 priorities will be implemented within the three priority areas: *improving women's economic security and prosperity, ending violence against women and girls* and *promoting women's leadership and decision-making roles.*

Priority	Type	Links to strategic outcome	Description[3]
Strategic interventions to address issues in priority areas: • *improving women's economic security and prosperity,* • *ending violence against women and girls,* and • *promoting women's leadership and decision-making roles* (P.A.1.2)	Ongoing	Equality for women and their full participation in the economic, social and democratic life of Canada	This is a priority to support organizations to carry out projects that address issues pertaining to equality for women. **Plans to meet priority:** • provide financial and professional assistance to organizations to support projects; • strengthen Women's Program (WP) networks, work with federal and other partners on horizontal issues; • facilitate networking of groups that share a common goal; • extend the WP knowledge management and dissemination strategy.
Proceed with the renewal of the WP Terms and Conditions (PA 1.2)	New		This is a priority in preparation for the renewal of the WP in 2011–12 **Plans to meet priority:** • Finalize summative evaluation, prepare to implement recommendations from the evaluation; • conduct analyses to support program renewal

Management Priorities

Priority	Type	Links to strategic outcome	Description
Streamline Access to Information and Privacy (ATIP) processes to enhance quality and cut response time	New		This is a priority to ensure that SWC meets its legislative requirements under the ATIP Acts. **Plans to meet priority:** • in-house training, regular information, introduction of relevant systems.

1.5 Risk Analysis

Planning Context

Canada continues with its strong performance in advancing the status of women, ranking among the countries leading in gender equality. In its 2010 *Global Gender Gap Index,* the World Economic Forum ranked Canada 20th, up from 25th, for its overall performance in gender equality. Data obtained from *Women in Canada*: a gender-based statistical report (2010–2011), Statistics Canada, shows steady progress toward equality for women in Canada:

Economic security and prosperity

- In 2009, women represented 47.9 percent of the total workforce, up from 45.8 percent in 1999.
- The employment rate for women increased from 41.9 percent in 1976 to 58.3 percent in 2009.
- Women accounted for 35.5 percent of all self-employed workers in 2009, up from 30.7 percent in 1991 and 26.3 percent in 1976.

While there is evidence of continued progress in advancing the status of women in Canada, sustained efforts are needed to close gaps in key areas, as highlighted below. As well, SWC recognizes the need to address the challenges unique to women from vulnerable groups. For example:

- In 2008, the average total income for women 15 and over was 64 percent of the average earnings for men. The average hourly wage for women was 84 cents for every dollar earned by men.
- In 2009, almost 27 percent of women, compared to almost 12 percent for men, occupied part-time jobs, which often pay less and offer less job security and benefits.
- According to 2009 data, 67 percent of all employed women continued to be concentrated in traditional jobs, including teaching, nursing and related health occupations, clerical or other administrative positions, or sales and service occupations.
- Within the female population in 2008, 5.7 percent were unemployed, while those with disabilities saw 8.5 percent. The unemployment rate for immigrant women was 7.4 percent.

Violence against women and girls

- In 2007, women made up 83 percent of the victims of police-reported spousal violence.
- While the extent of human trafficking within Canada remains unknown, as of February 2010, there were at least 32 cases before Canadian courts, involving 40 accused and 46 adult women and child victims.
- Between 1997 and 2006, young women (aged 15–24) were killed at a rate nearly three times higher than for all female victims of spousal homicide.
- The issue of missing and murdered Aboriginal women remains a major concern as does the spousal homicide rate, which is more than eight times than for non-Aboriginal women.

Women's leadership and decision-making roles

- In December 2010, women held 22.1 percent of the seats in the House of Commons, 27.5 percent of federal Cabinet posts and 36 percent of the Senate seats, putting Canada 51st in women's representation in Parliament, worldwide.
- As of March 2010, 13.9 percent of mayors and 23 percent of councillors were women.
- In 2009, among the Financial Post 500, women held 14 percent of board seats while 40 percent of these companies had no women directors.

Operating Environment

As highlighted above, SWC operates in a complex environment where gains in advancing equality for women are tempered by gender equality gaps in key areas. At the same time, as a small agency with limited resources, SWC continues to face internal challenges associated with a growing demand for its policy and program intervention, competing priorities, change management, human and financial resource pressures, governmental and central agency requirements. Given this context, SWC uses a risk-based approach to ensure the effective implementation of its plans and priorities, achievement of the expected results and continued progress toward its strategic outcome.

SWC has risk management tools to mitigate potential risks. Moreover, the agency will introduce its Corporate Risk Profile (CRP) in 2011–2012, moving toward an enterprise-wide risk management. This tool will provide a corporate-wide view of the strategic, operational, financial and legal risks to the agency. It will also serve as a tool to communicate, understand and manage SWC's key risks.

1.6 Expenditure Profile

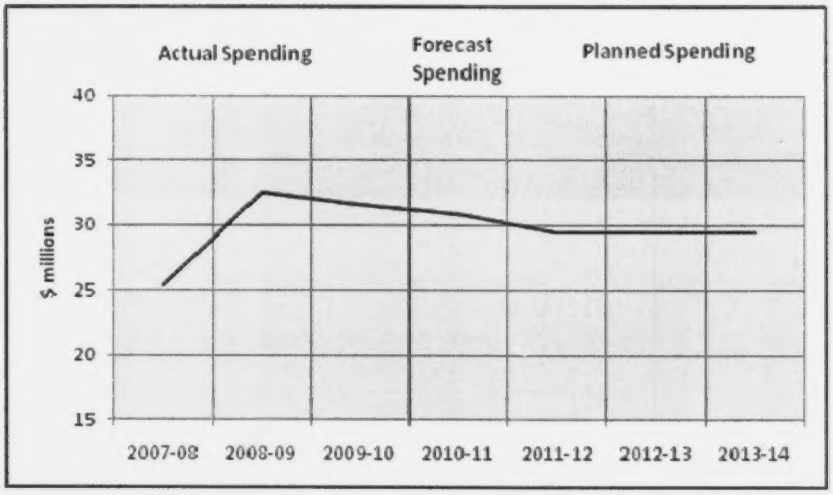
In 2011–2012, SWC plans to spend $29.4 million. Compared to forecast spending of $30.9 million in 2010–2011, this represents a decrease of $1.5 million due, in most part, to the end of re-profiled grant and contribution funding from 2008–2009.

Spending was at its highest in 2008–2009 due to re-profiled transfer payment funding from the previous fiscal year and the additional resources obtained through Budget 2007. As can be seen in the following chart, the slow decline in spending, in the following fiscal years, reflects the end of this re-profiled funding and the end of a five-year transfer payment program in 2009–2010.

Actual spending from 2007–2008 to 2009–2010 includes all Parliamentary appropriations: Main Estimates, Supplementary Estimates and transfers from Treasury Board such as carry forward adjustments.

For the period 2011–2012 to 2013–2014, total spending corresponds to planned spending. At this point, supplementary funding remains unknown. In 2011–2012, SWC will continue to respect the cost containment measures announced in Budget 2010 and will follow the Treasury Board guidelines, including the Directive on the Management of Expenditures on Travel, Hospitality and Conferences.

Departmental Spending Trend



Estimates by Vote

Estimates by Vote are presented in the 2011–2012 Main Estimates which are available at:
http://www.tbs-sct.gc.ca/est-pre/20112012/me-bdp/info/info-eng.asp.

Section II – Analysis of Program Activities by Strategic Outcome

2.1 Strategic Outcome: Equality for women and their full participation in the economic, social and democratic life of Canada

SWC's strategic outcome is measured by performance indicators that demonstrate the extent to which women are represented in: the labour market, senior decision-making positions and leadership and decision-making roles. The agency's two Program Activities, discussed below, are designed to achieve results that are not only complementary but also, together, contribute to the achievement of or progress toward this strategic outcome.

2.2 Program Activity by Strategic Outcome

Program Activity 1.1: Strategic Policy Analysis, Planning and Development

Human resources (FTEs) and planned spending ($ millions)					
2011–2012		2012–2013		2013–2014	
FTEs	Planned spending	FTEs	Planned spending	FTEs	Planned spending
17	1.8	17	1.8	17	1.8

Program activity expected results	Performance indicators	Targets
Increased policy effectiveness in addressing women's issues and gender equality	Number of departments that respond to women's issues effectively through policy/program formulation and implementation	3–5 departments per year
Sustainable capacity of federal government departments to apply GBA	Percentage of other government departments with increased capacity to incorporate GBA into their policy and program activities	3–5 departments per year
Increased integration of women's issues in the formulation of policies and programs	Number of new and improved policies and programs that respond to women's issues	3–5 policies per year

Planning Highlights

Program Activity 1.1 – Strategic policy analysis, planning and development: In carrying out this Program Activity, SWC plays the role of a knowledge broker, providing advice, expertise, recommendations and collaborating on horizontal initiatives that address gender equality issues. The objective is to promote gender as a cross-cutting theme that must be taken into account in decision-making processes, including policy and program development, resource allocation, legislative initiatives and others. To do so, the agency works with federal departments and agencies, different orders of government and non-governmental organizations. It also works with international partners to further Canada's foreign policy on gender equality and to help meet its international obligations. In 2011–2012, a number of priority activities will be carried out through this PA:

1. Departmental Action Plan on GBA: strengthen implementation of GBA in the federal administration

- In collaboration with the Privy Council Office (PCO) and Treasury Board Secretariat (TBS), SWC will continue to implement the Departmental Action Plan on GBA that was tabled with the House of Commons Public Accounts Committee in October 2009. SWC, supported by the central agencies, will continue its efforts to ensure that GBA becomes an integrated practice throughout the federal government. GBA is a shared responsibility of all departments and agencies; SWC will provide expertise to federal organizations to help create a sustainable GBA infrastructure within each organization.
- SWC, with PCO and TBS, will continue to offer training, deliver tools and provide technical advice, information and support to those federal organizations that require assistance to develop capacity in integrating GBA in policies, programs and legislative initiatives. Departments and agencies are expected to report to Parliament on their GBA plans and performance through their *Reports on Plans and Priorities* (RPPs) and Departmental Performance Reports (DPRs).
- SWC will continue to monitor progress on GBA implementation by compiling the results of departmental self-assessments on the application of this analysis and on the presence of a robust and sustainable GBA framework.
- Best GBA practices identified through the monitoring process will be shared among federal organizations in an effort to help departments and agencies address horizontal issues.
- SWC will work to bring GBA to different professional communities in the federal government.

2. Collaboration with and support for federal partners for program and policy development

- SWC will continue to work with federal partners to: i) identify gaps in policy and programming, ii) develop responsive, inclusive policies, and iii) promote the collection of sex-disaggregated data to create benchmarks and inform target setting.
- SWC will continue to facilitate inter-departmental partnerships to: i) leverage federal investment in addressing women's issues, ii) share information, iii) avoid duplication, and iv) maximize impact on women.

3. Continued collaboration and active involvement in domestic and international forums on gender-equality issues

- SWC will continue to participate actively in Federal-Provincial-Territorial (FPT) fora: Meetings of Ministers Responsible for the Status of Women, senior officials, and working groups on Violence against Women, Economic Security and Aboriginal Women.
- SWC will work with provinces and territories to identify and implement solutions to address issues affecting victims of violence against women and girls, particularly those from disadvantaged groups.
- SWC will collaborate with other federal organizations, FPT partners, academic institutions, civil society and others to fulfill Canada's international obligations with respect to gender equality.
- SWC will provide input to shape international agreements that promote Canadian gender equality objectives and work with like-minded countries to influence the direction and outcomes of international texts and discussions on issues relating to equality for women.

Benefits for Canadians

This Program Activity contributes to SWC's strategic outcome by building institutional capacity to integrate gender considerations in decision-making processes. This capacity enables federal organizations to develop and implement inclusive policies, programs and legislative proposals that take gender into consideration. The PA also contributes to the development of gender-inclusive international instruments. As such, it supports the Government of Canada outcome: *Government Affairs* (*transparent, accountable and responsive federal government*).

Program Activity 1.2: Women's participation in Canadian society

Human resources (FTEs) and planned spending ($ millions)					
2011–2012		2012–2013		2013–2014	
FTEs	Planned spending	FTEs	Planned spending	FTEs	Planned spending
32	24.2	32	24.2	32	24.2

Program activity expected results	Performance indicators	Targets
Increased participation of women in their communities	Proportion of funded projects that demonstrate level of women's participation in their communities	10% of projects
Increased awareness among women in identifying and/or removing barriers to their participation in their communities	Proportion of funded projects that demonstrate raised awareness or knowledge acquisition among women in identifying and/or removing barriers to their participation in their communities	10% of projects
Increased partnerships with other federal departments, levels of government, non-governmental organizations and the private sector	Proportion of funded projects involving partners addressing women's issues through joint projects	10% of projects

Planning Highlights

Program Activity 1.2 – Women's participation in Canadian society: provides financial and professional assistance to organizations to carry out projects at local, regional and national levels. These projects are designed to address women's economic and social conditions and their democratic participation. Through this PA, SWC invests strategically, focusing on areas where the need is greatest and where there is a clear potential for making a difference in the lives of women in Canada. In 2011–2012, SWC will carry out the following priority activities through this PA:

1. Strategic interventions: to address issues in SWC's three priority areas: *improving women's economic security and prosperity, ending violence against women and girls and promoting women's leadership and decision-making roles*

- SWC will continue to provide financial and professional assistance to a wide range of organizations to support and invest in projects that address issues in the three priority areas. In implementing this priority, SWC will determine and target funding priorities and continue to leverage resources for investment on gender equality by developing and strengthening diverse partnerships with the public, non-profit and private sectors.

- SWC will strengthen Women's Program networks by working with federal and other partners to address horizontal issues such as violence against women and girls.
- SWC will facilitate networking among groups pursuing a common goal.
- SWC will extend its knowledge management and dissemination strategy to strengthen WP capacity to share knowledge with and assist organizations working to advance gender equality and to gain access to resources, tools and materials to support their work.

2. Proceed with the renewal of the WP Terms and Conditions

- SWC will finalize a summative evaluation of the WP, prepare for the implementation of the evaluation recommendations and conduct analyses to support Program renewal.

Benefits for Canadians

Program Activity 1.2 – Women's participation in Canadian society contributes to SWC's strategic outcome by empowering women to identify and remove barriers to participation in their respective communities. This result is achieved by providing women with opportunities to increase their awareness, acquire knowledge, develop skills and access support services and programs. By increasing the number of women empowered to participate in society, this PA contributes to the Government of Canada outcome: *Economic Affairs* (*income security and employment of Canadians*).

Program Activity 1.3: Internal Services

Human resources (FTEs) and planned spending ($ millions)					
2011–2012		2012–2013		2013–2014	
FTEs	Planned spending	FTEs	Planned spending	FTEs	Planned spending
45	3.4	45	3.4	45	3.4

Internal services are groups of related activities and resources that support an organization's programs and its corporate obligations. These service groups are: Management and Oversight, Communications, Legal, Strategic Planning and Reporting, Audit and Evaluation, Human Resources, Financial Management, Information Management, Information Technology, Real Property, Materiel, Acquisition, Travel and Administration. It also includes the budget for the Office of the Minister for Status of Women.

Planning Highlights

In 2008–2009, SWC participated in Round VI of the Management Accountability Framework (MAF) assessment, which identified areas for improvement and made recommendations to address them. SWC has been taking measures to address the MAF recommendations, with the objective of enhancing organizational efficiency. Key management priorities to be carried out in 2011–2012 include:

1. Address issues relating to Access to Information and Privacy (ATIP) processes

- SWC will streamline the ATIP management process, with the objective of strengthening its capacity to meet its legislative requirements under the ATIP Acts. As a result, SWC expects to cut the ATIP backlog requests by 70 percent, decrease its paper consumption by 90 percent, limit the ATIP processing steps by 75 percent and introduce consistent methods of processing ATIP requests. Some of the measures to be taken are: in-house training program to increase staff understanding of ATIP Acts; monthly ATIP-related tips to inform staff about different aspects of the Act and their impact on their work; and moving from manual to electronic processing of ATIP documents, with the introduction of AccessPro Case Management (APCM) and AccessPro Redaction systems (APR).

Section III – Supplementary Information

3.1 Financial Highlights

The future-oriented financial highlights presented in this Report are intended to serve as a general overview of SWC's financial position and operations. The financial highlights are prepared on an accrual basis to strengthen accountability and improve transparency and financial management. Future-oriented financial statements can be found on http://www.swc-cfc.gc.ca/account-resp/pr/fin/index-eng.html.

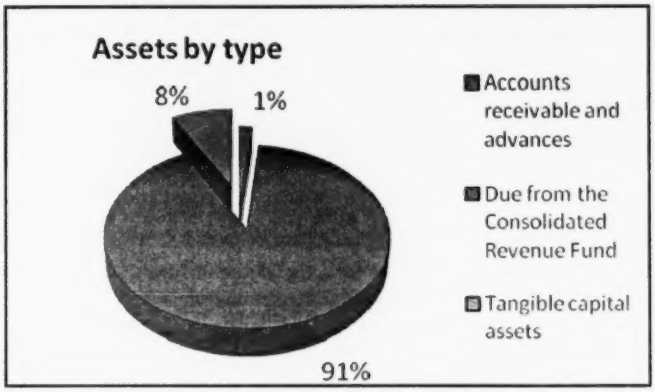
Future-Oriented Condensed Statement of Financial Position at March 31, unaudited ($ thousands)

		Forecast	
	% Change	2011–2012	2010–2011
ASSETS			
Financial	0%	3,177	3,177
Non-financial	0%	268	269
Total Assets	**0%**	**3,445**	**3,446**
LIABILITIES			
Accounts payable and accrued liabilities	0%	2,765	2,765
Other liabilities	2%	1,906	1,871
Total Liabilities	**1%**	**4,671**	**4,636**
EQUITY			
Total Equity	3%	(1,226)	(1,190)
TOTAL	0%	3,445	3,446

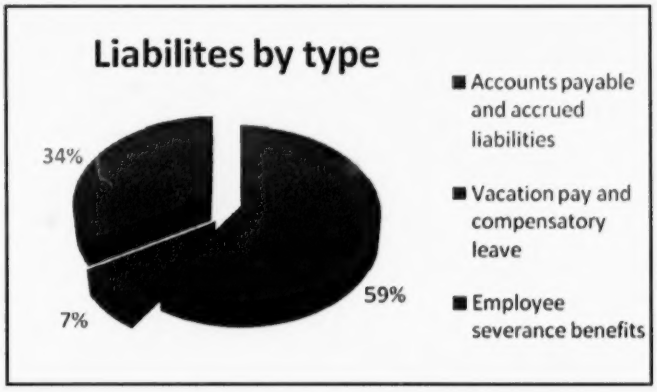
Future-oriented Condensed Statement of Operations for the year ending March 31, unaudited ($ thousands)

		Forecast	
	% Change	2011–2012	2010–2011
Operating expenses	-5%	11,953	12,552
Transfer payments	-5%	18,950	19,950
Total expenses	-5%	30,903	32,502
Net cost of operations	-5%	**30,903**	**32,502**

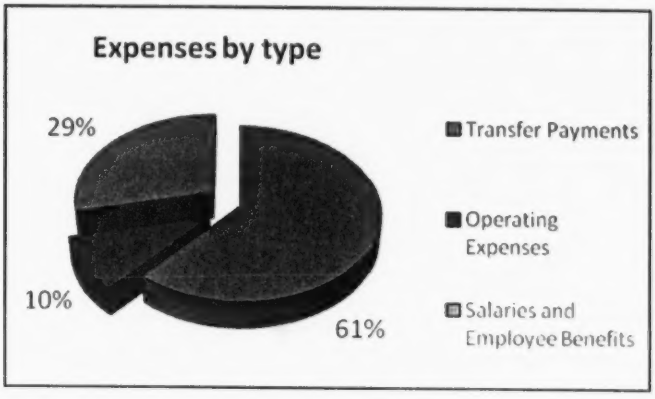
Total assets for 2011–2012 are projected to be $3.4 million with the largest asset being "Due from the Consolidated Revenue Fund" ($3.1 million or 91 percent). The purpose of this account is to record the cash SWC could draw from the Consolidated Revenue Fund to meet its future liabilities.



Total liabilities for 2011–2012 are projected to be $4.7M. The largest liability is accounts payable and accrued liabilities ($2.8M or 59%). Other liabilities are comprised of vacation pay and compensatory leave (7%) and severance benefits (34%).



Total expenses for 2011–2012 are projected to be $30.9 million. The largest expenses are transfer payments to Canadian organizations ($18.9 million or 61 percent) through the Women's Community and Women's Partnership Funds for projects that advance equality for women across Canada. Operating expenses are mostly comprised of salaries and employee benefits ($8.8 million or 29 percent). The five percent change from the current year forecast is attributable to the end of re-profiled contribution funding from 2008–2009 for the Women's Partnership Fund.



Total forecasted expenses differ from planned spending presented earlier in this document as projected expenses include accruals such as amortization, severance and vacation pay, liability adjustments and services received without charge from other Government departments such as legal services and accommodation costs.

3.2 Supplementary Information Tables

Supplementary information tables in this report can be found on the Treasury Board of Canada Secretariat's web site at: http://www.tbs-sct.gc.ca/rpp/2011-2012/info/info-eng.asp.

- Table 1: Details on transfer payments programs (TPPs)
- Table 2: Greening government operations
- Table 3: Upcoming internal audits and evaluations over the next three fiscal years

Section IV – Other Items of Interest

On December 6, 2010, the Honourable Rona Ambrose, Minister for Status of Women, made a call to action to all Canadians to show leadership in the efforts to end violence against women and girls. In her statement on the occasion of Canada's National Day of Remembrance and Action on Violence against Women, the Minister said, "Ending violence against women should be the shared responsibility of all of us: government, citizens, police, the justice system, media, non-profit groups, the private sector and community organizations".

In 2011-2012, SWC will remain firmly committed to working with its partners and engaging Canadians in the efforts to end violence against women and girls across the country. We will continue to support projects that empower women and support their efforts to achieve lives, communities and a Canadian society free of violence. We will also continue to foster partnerships and help develop a common understanding of issues at play, with the aim of bringing greater cohesion to the work of the federal family and other stakeholders.

At the same time, SWC will engage Canadians in an informed dialogue to support efforts to advance equality for women in our country. To do this, a publication, entitled *Women in Canada,* will be issued so that Canadians are able to communicate using evidence-based, reliable and current information. This dialogue will be made possible through various engagement strategies. Through this communication, Canadians will have a greater understanding that equality for women is fundamental to Canada's economic prosperity, social well being, political strength and international reputation.

The agency will avail itself of this opportunity to inform Canadians about its roles and responsibilities in advancing status of women, how SWC contributes to gender equality through its policy and program interventions and the challenges faced in closing the gender equality gaps in key areas.

It is hoped that, with greater understanding, there will be sustained citizen engagement and Canadians—as citizens, groups, communities and institutions—will participate in the efforts to advance equality for women and their full participation in the economic, social and democratic life of Canada.

For comments, please visit our website at: http://www.swc-cfc.gc.ca.

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